

RULE VIII

CONFLICTS OF INTEREST

SECTION 8.1 OUTSIDE EMPLOYMENT

Employees of the County shall devote all their time and efforts, during their assigned work hours, to their assigned duties. An employee shall not engage, at any time, in any outside employment, or in any outside business activity or enterprise which is inconsistent, incompatible, in conflict with or inimical to assigned duties as a County employee or the duties, functions or responsibilities of the appointing authority and the Department.

Appointing authorities may require an employee of their department to inform them of any outside employment, business activity or enterprise in which the employee is engaged. If the appointing authority determines that such employment, business activity or enterprise is inconsistent, incompatible, in conflict with or inimical as aforesaid, the employee shall be ordered to refrain therefrom; provided, however, that the employee may appeal from such order to refrain in the manner provided in Rule VII for appeal from an order of suspension, demotion or removal.

SECTION 8.2 CONTRACTS WITH EMPLOYEES

No employee shall be paid as a seller of product or an independent contractor for performing a service, which product or service the employee could be required to produce or perform as a County employee in the class or position in which currently employed, unless the Commission, after making any determination required by Section 916 of the County Charter, finds that under the circumstances of a particular case the purchase of the product from the employee or employment of the employee as an independent contractor would not violate the spirit and intent of Article IX of the Charter.

This section shall not apply to the payment of suggestion awards.